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D – 5297

Reg. No. : .....

Name : .....

**Ninth Semester B.A.LL.B./B.B.A.LL.B./B.Com.LL.B. (5 Year Integrated)  
Degree Examination, March 2018  
Paper – III : LABOUR AND INDUSTRIAL LAW – II**

Time : 3 Hours

Max. Marks : 80

**PART – A**

Answer **any five** questions. **Each** question carries **2** marks. Answer should **not** exceed **50** words **each** :

1. EPF appellate tribunal
2. Forfeiture of bonus
3. Fair wage
4. Sickness benefit
5. Funeral expenses
6. Medical benefit
7. Unemployment benefit.

(5×2=10 Marks)

**PART – B**

Answer **any four** questions. **Each** question carries **4** marks. Answers should **not** exceed **120** words :

1. Employee's Family Pension Scheme, 1971
2. Personal injuries
3. Benefits under Provident Fund Act
4. Available surplus
5. Permanent partial disablement.

(4×4=16 Marks)

P.T.O.



## PART - C

Answer **any four** questions. **Each** question carries **6** marks :

1. A workman was dismissed from service on the charges of taking away the funds. He gave an application for the payment of Provident Fund. The company refused. Decide.
2. A workman was waiting 30 ft. away from the main gate, (outside) of the factory to report for the third shift. At that time he was knocked down by a passing motorbike and injured. Can he claim compensation ?
3. A mechanic employed in an engineering industry, while at work sustained severe head and bodily injuries. He died in the hospital. The hospital report revealed that he had consumed alcohol. Can his wife claim compensation ? Decide.
4. In an explosion the owner of the industry and three workers died on the spot. In the police investigation it was found out that it was a sabotage, wherein some workers were also involved. Subsequently 5 workers were arrested. Now the victims legal heirs claim compensation, but the management refuses to give. Decide.
5. A notice of dismissal is given by an employer to Stephen, an employee, during the period Stephen is in receipt of sickness benefit under the Employee's State Insurance Act, 1948. Discuss the effect of the notice of dismissal given to Stephen by the employer. **(4×6=24 Marks)**

## PART - D

Answer **any three** questions :

1. Define the liability of 'Employer' and 'Independent Contractor' under the Workmen's Compensation Act, 1923.
2. Explain the various kinds of Provident Fund Scheme under Employee's Provident Fund Act, 1952.
3. To what extent Employee's State Insurance Act, 1948 can be said to be a social security legislation ?
4. How do you explain the concept of gratuity ? How it differ from bonus and what are the eligibility for payment of gratuity ? **(3×10=30 Marks)**